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## Burnout is More Strongly Associated with Generic Factors Than with Job-related Factors

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**Introduction.** Key to the distinctiveness of the burnout construct is the idea that burnout is etiologically anchored in the occupational context and mainly dependent on job-related factors. This idea, however, needs further empirical validation.

**Objectives.** The aim of the present study was to examine whether burnout is more strongly associated with chronic occupational stress and workplace social support (job-related factors) than with global stress and life satisfaction (generic factors).

**Methods.** This study included 2124 French teachers (mean age: 41.36; 73% female). Participants were enrolled during the last trimester of the 2013-2014 school year. Burnout was assessed with the Maslach Burnout Inventory. Chronic occupational stress and workplace social support were measured with the Job Content Questionnaire. Global stress and life satisfaction were assessed with the Perceived Stress Scale (10-item version) and the Satisfaction with Life Scale, respectively. Multiple regression analyses were carried out.

**Results.** Global stress was found to be the main predictor of burnout ( $\beta = .35$ ), followed by chronic occupational stress ( $\beta = .22$ ), life satisfaction ( $\beta = -.20$ ), and workplace social support ( $\beta = -.12$ ), all  $ps < .001$ . A model coupling global stress and life satisfaction as predictors accounted for 42% of the variance in burnout. A model coupling chronic occupational stress and workplace social support as predictors accounted for 31% of the variance in burnout.

**Conclusions.** Burnout may not be better predicted by job-related indicators than by generic indicators. Thereby, the dominant view of burnout is questioned. Longitudinal investigation should be conducted.